

21ST CENTURY PROJECT
JOINT LABOR MANAGEMENT COMMITTEE
MEETING SUMMARY
NOVEMBER 15, 2006

This recaps the 21st Century Project Joint Labor Management Committee (JLMC) meeting held on November 15, 2006. The following Bargaining Units were represented at the JLMC meeting. IUOE – Unit 12; PECG – Unit 9; AFSCME – Unit 19; CASE – Unit 2; SEIU – Units - 1, 3, 4, 11, 14, 15, 17, 20, 21.

SCO began the meeting with a project update, reporting that Blueprint Workshops have concluded. Blueprint Presentation Sessions were held during the week of November 6, 2006, for those departments that participated in the Blueprint Workshops. These sessions provided workshop participants an opportunity to view an employees' work cycle from end-to-end. Participants will be reviewing the process documentation, developed during the Blueprint Workshops, and providing feedback, electronically.

Effective December 1, 2006 the project will begin the Realization Phase, which is scheduled to be completed in June, 2007. During this phase the 21st Century Project team, in conjunction with the system integrator, will be designing and configuring business processes. Workshop participants will once again be involved with the development of the system by their participation in the testing of the system.

The 21st Century Training Project team will begin preparing for deployment of the system during the Realization Phase. Roll-out of the new system will begin January 2008, at that time the SCO will "go-live". There will be a total of 4 Waves; the first 3 Waves will involve the deployment of civil service employees, with CSU being deployed during the 4th Wave.

SCO provided an understanding of the new system as it relates to the following topics:

Payroll	Processing of Salary Advances, Disability (NDI, SDI, IDL, TD)
Timekeeping	Time compensation (shift premiums), Time assignments, FLSA
Employment	Appointments (promotion, demotion, transfer), Separations (resignations, retirement, leave of absence)
Benefits	Eligibility Rules and Requirements

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Questions and Answers from the November 15, 2006 JLMC:

Is SCO aware there was a problem with employees on NDI and LOA receiving their \$1,000 bonus?

SCO is aware of the problem in the current legacy system; however, one-time salary bonuses will not be a problem in the new system

Will the new system be able to determine if the employee is on NDI or SDI?

The new system will have NDI and SDI criteria coded into it. The new system will not allow employees to select an option that they are not entitled to

SEIU asked if the new system will be able to handle the temporary agreement that allows an employee to supplement SDI with vacation

This question has been referred to DPA; the SEIU is currently in discussions with DPA regarding this topic. The SCO is not able to respond to this question until SEIU and DPA reach an agreement on the specifics of SDI supplementation.

Will the DPA process for approving Union Leave change?

No, the approval process remains the same

Will SCO handle the reimbursement of union leave to the departments?

No, departments will continue to request reimbursement from the unions

Will the system be able to identify employees that are in a Post & Bid position?

The system may be able to identify employees that are in a Post & Bid position based on report criteria being clearly defined.

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Parking Lot Items from November 15, 2006 JLMC:

What is the State's expectation of the JLMC process?

What is the resolution process for labor relations issues identified by a union representative at the JLMC?

Will the system record the name of anyone who utilizes the ESS view and update capability?

Will SCO provide a demonstration of the new system?

What is DPA doing to ensure the configuration and programming of the system includes any MOU unique characteristics?

November 15, 2006 parking lot items will be addressed at the February 7, 2007 JLMC

Previous Parking Lot Items:

Has the State determined the plan that will be used to validate leave balances prior to a department going live? Will the Unions be informed of the leave balance validation plan?

At this time the process for ensuring accurate leave balances has not been determined. The SCO and DPA are aware of the importance of advising the Unions at the time the leave balance validation plan is established.

Will employees be able to view their seniority on ESS?

Yes, an employee's seniority will be available through ESS. Because seniority is used for a variety of reasons (vacation accrual, post & bid, mandatory overtime, etc) manual intervention may be required.

Departments may need to determine if the seniority available through ESS has been calculated appropriately for the type of seniority being reviewed.

Will employees receive verification of benefit enrollment?

Through ESS, an employee may verify enrollment into health benefits. However, the timeline for ESS functionality had not been determined.

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Will employee be able to enroll in health benefits prior to their appointment date?

Benefit enrollment prior to appointment date is available because the system has future effective date capability. Once an employee receives an employee identification number the system will allow them to enroll in health benefits with a future effective date.

Which States have implemented SAP?

SCO provided a handout titled SAP IMPLEMENTATION, which lists other states, government offices and companies that have implemented SAP.

THE NEXT JLMC MEETING WILL BE HELD AT 9:00 A.M., ON
FEBRUARY 7, 2007, AT THE WEST SACRAMENTO FACILITY